

THEODORE "TED" I. SAKAI

999 Wilder Avenue, Apt. 1303

Honolulu, HI 96822

Ph: 808-239-9044 (res) 808-722-3111 (bus)

e-mail: sakait005@hawaii.rr.com

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HAWAII LABOR
RELATIONS BOARD

EDUCATION: **1964 Hilo High School**
 1968 University of Hawaii at Manoa (B.A. in Political Science)
 1982 University of Hawaii at Manoa (MBA)

PROFESSIONAL EXPERIENCE:

Management Experience

March 2016 – Present: **Executive Director (part-time): Pu`ulu Lapa`au, the Hawaii Program for Health Professionals**

June 2012 – Dec. 2014 Director, Department of Public Safety
Returned to previously held position (see Dec. 1998 – Dec. 2002) at the request of the Governor

Feb. 2003 – Sept. 2005 Warden, Waiawa Correctional Facility
Full responsibility for management of a 334 bed minimum security correctional facility. Duties included administration of security, inmate programming and building maintenance programs; administration of personnel matters relating to employees in Bargaining Units 1, 2, 3, 4, 10 and 13; development and implementation of budgets for the facility.

Dec. 1998 – Dec. 2002 Director, Department of Public Safety
Full responsibility for general management of all jails and prisons and for all State law enforcement agencies in Hawaii. Scope of duties included development of operational and strategic plans and budgets in all aspects of the Department; oversight of all personnel matters; representing the department at legislative hearings, county council meetings; community meetings, and in the media; assuring compliance with laws, codes, rules, and policies in all aspects of the Department operation; seeking and providing consultation with representatives of collective

bargaining units 1, 2, 3, 4, 9, 10, and 13; coordination of Department programs and efforts with aligned agencies, such as courts, police departments, health and social welfare agencies, etc. Supervised three Deputy Directors, Internal Affairs Office, Inspections Office, Civil Rights Compliance Office, and two administratively attached agencies.

Oct. 1998 – Dec. 1998 Deputy Director, Department of Public Safety
Responsible for operational aspects of all correctional facilities and programs, including budget implementation, personnel matters, program operation; supervised five Division Administrators and Inmate Classification Office.

Jan. 1997 – Sept. 1998 Administrative Assistant to the Director, Department of Public Safety
Advised the Director on various matters, including policies and procedures, correctional programming, and personnel matters; responsible for special projects as assigned by the Director, including negotiation of major contracts, facility staffing review, grant development and administration; served as liaison with the media.

Nov. 1995 – Dec. 1996 Chief of Staff, Department of Public Safety
Functioned as equivalent of Deputy Director for Corrections; in addition advised the Director on matters involving budgeting, personnel, policies, and legislation.

Jul. 1987 – Oct. 1995 Institutional Support Services
Administrator/Corrections Program Services
Administrator, Department of Corrections/Public Safety
(Name of position changed in 1990)
Responsible for development of administration of correctional service programs; supervised six program administrators.

Apr. 1985 – Jun. 1987 Corrections Division Administrator,
Department of Social Services and Housing

Responsible for general management of all aspects of corrections, including operation of correctional facilities, planning and policy development, personnel matters, budgeting, and training.

**Jul. 1982 – Mar. 1985 Corrections Division Assistant Administrator,
Department of Social Services and Housing
Chief deputy to the Corrections Division
Administrator; managed all operations involving
correctional facilities.**

**Aug. 1979 – Jun 1982 Program Planning Office Administrator,
Department of Social Services and Housing
Responsible for development of all correctional
planning, including capital development, program
development, and policies and procedures.**

**Dec. 1974 – Aug. 1979 John Howard Association of Hawaii
Executive Director.**

Community Service

**October, 2019 – current: Member, Corrections System Oversight
Commission**

**2005 – current: Member, Board of Directors of various not-for-profit
agencies**

Collective Bargaining Experience:

**Spring, 2005 Member, Management Negotiating Team for
Bargaining Unit 10 Collective Bargaining Agreement.**

**Feb. 2003 – Sept. 2005 Assured that Collective Bargaining Unit
Contracts for Units 1, 2, 3, 4, 10 and 13 were
administered properly at the Waiawa Correctional
Facility.**

1998 – 2002 As Director of Public Safety:

- **Made final determination on findings of misconduct and imposition of corrective action, in compliance with provisions of various collective bargaining agreements.**
- **Made final decisions on responses to grievances.**

- **Negotiated agreements to settle grievances in a manner mutually satisfactory to management and labor.**
- **Conducted training for Department of Public Safety pre-disciplinary hearing officers.**
- **Reviewed and approved negotiated agreements to implement Collective Bargaining Unit 10 provisions regarding:**
 - **Drug testing for correctional officers**
 - **Scheduling of Adult Correctional Officers**
- **Presented testimony at arbitration hearings.**

1983 – 1998

Held various management positions, which included responsibility for:

- **Assurance that the collective bargaining contracts were properly implemented.**
- **Conducting investigations and responding to grievances.**
- **Providing testimony at arbitration hearings.**
- **Conducting employee pre-disciplinary hearings.**
- **Providing testimony on behalf of the Department of Social Services and Housing to assist the Hawaii Labor Relations Board make a final determination as to which correctional positions would be designated essential in the event of a strike.**

1986

Management representative in negotiations regarding the final drafting and implementation of the Standards of Conduct for the Department of Social Services and Housing (later the Department of Public Safety).

Arbitration Experience

2008 – 2012; and 2015 – present:

Served as Arbitrator in cases involving various public sector labor unions (HGEA, UPW, HSTA, UHPA, HFFA) and public sector employers (State and County government, DOE, UOH)

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Fee Schedule 2023

Hourly Rate:	\$225 per hour
Cancellation Fee:	None, but request 24 hour notice of cancellation of a meeting or hearing
Other Costs and Expenses:	
Neighbor Island Hearings	Hourly fee plus costs, including air travel, airport parking, ground transportation and lodging
Parking	Prevailing rate at garage or lot most convenient to the hearing site, unless parking is validated
Payment Terms:	Upon completion of the case